



ARTISTIC VALUES

Upholding our values of artistic freedom and inclusion is an ongoing balance.

At Brighton Dome & Brighton Festival we are a '**Big Tent**' receiving house which presents the work of artists, companies, performers and young people programmed by a team of specialist producers across art forms. We present hundreds of events and experiences a year across our spaces, and the city, sometimes for one night only. We collaborate and partner with many other organisations and, as a result of this breadth, we often do not have direct control over the content of work on our stages. **Trust, generosity, communication and oversight** are an important part of how we work.

Our programming objectives need to balance hybrid values: artistic, social and commercial. We programme artistically, where the calibre and quality of the artist and company is paramount, so that we are delighting the city with world class work on their doorstep. We programme commercially, to support our financial viability. And we seek to programme socially: to be inclusive of all the communities we serve, to sometimes be ahead of the public conversation, and to be mirroring social concerns and conversations.

We champion and uphold artistic freedom of expression. We confidently give artists a platform to express different views, to hold a mirror up to the world, to say the 'unsayable', the personal, to ask questions, to make people laugh, to build a community that thrives on different ideas. This attracts a wide range of audiences and can challenge them to think differently and create space for shared experiences.

This also has to work hand in hand with being an inclusive and welcoming place for audiences, artists and staff alike, so that everybody feels they belong in our building and when they come, they feel respected, met with care and can have a great time.

We seek to balance 'freedom from' and 'freedom to' - where audiences can be **free from** harm and upset, and artists are **free to** express their full, authentic, uncensored voices. We strive to balance these fundamental values and accountabilities alongside each other. Sometimes this is difficult, and when it is we aim to **hold difference** - to be open, listening and available to all the voices and perspectives across and within our communities.

Holding a diversity of views within an inclusive culture requires difficult conversations and drawing upon expertise, support and the lived experience of others. **Communication, clarity, managing expectations, and sharing information together is the way we seek to build and maintain trust.**

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